

Resiliency: a toolkit for ~~surviving~~ THRIVING!

Toni Collis

toni@womeninhpc.org

What is resilience?

Coping & Adapting

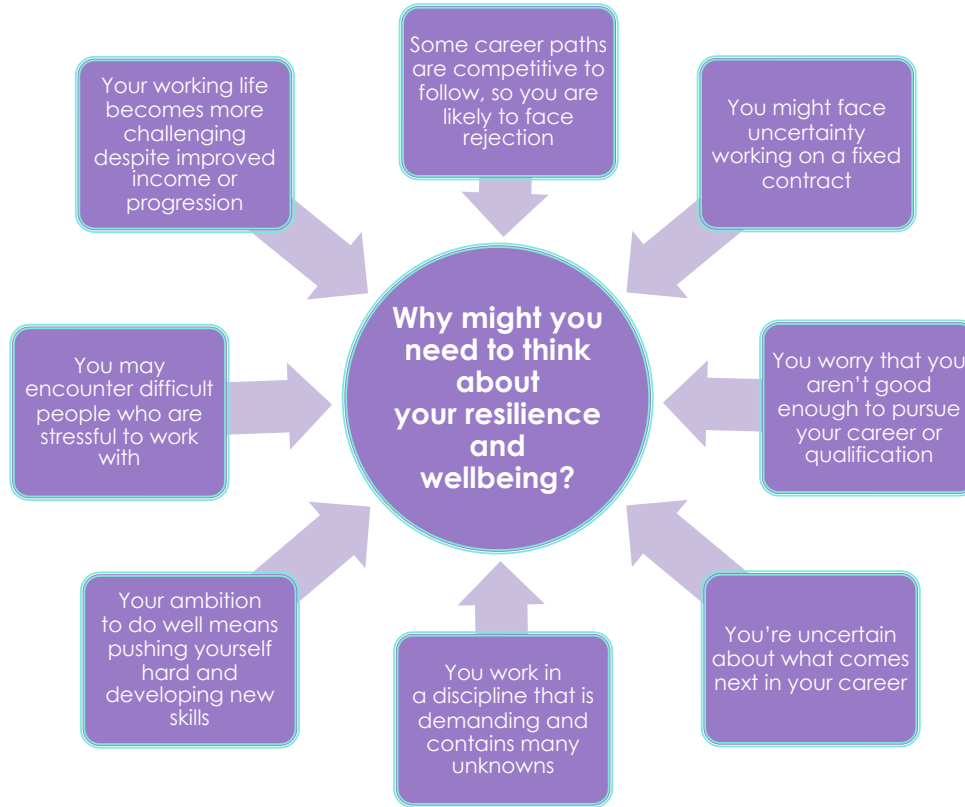
- Coping: our resources balance out, or are greater than, the stresses and challenges we face.
- Adapting: the ability to adapting the changing world around us.

Aims of this session

- Develop your resilience and support others
 - Identify what drains your resilience.
- Practical advice to maintain your wellbeing.
- THIS IS NOT an expert session in advice on mental health.

Why Resilience is important

- Mental-health issues affect one in four of us during our lives.
- Modern working life is placing an increasing demand on our ability to be 'resilient'



What drains my resiliency?



How do I improve my wellbeing: strategies

- **Move towards your goals**
 - Have motivating goals:
 - Don't forget the long-term
 - What is the end point of what you are currently doing?
 - Have realistic goals:
 - Don't take on more than is realistic
 - Learn to say no! Try pausing!
 - Keep track of current projects and responsibilities
 - Accept that change is part of living
 - Adverse situations may mean your goals are unattainable, focus on what can be changed.
- **Ask for help**
 - Don't be afraid to ask!
- **Take decisive actions**
 - Act on adverse situations as much as you can.
 - Accept that many things won't just go away!

How do I improve my wellbeing: strategies

- **Build a community and make connections**
 - Reduce your isolation
 - Work collaboratively
 - Virtual networks (including WHPC!)
- **Awareness of imposter syndrome**
 - Feeling like you've only got to your current position through luck
 - Try to think objectively about the likelihood that your situation is luck/pure change/mistakes by others!
 - Talk to someone about why you were suited to the opportunity
- **Take proper breaks**
 - Walk away from your work to build your productivity
 - Set alarm if necessary to take regular breaks.
 - Switch off technology!
 - Take your holidays!
 - Avoid taking work home – go home, refresh and come back with a clear head

How do I improve my wellbeing: strategies

- Find perspective
 - Be objective about your situation.
 - Put feelings into context
 - Avoid comparing yourself unfavourably to others
 - Remind yourself of successes
 - Write down your concerns and look at them 1 week later.
- Work to your strengths
 - Be realistic; set sensible deadlines; figure out when you are most productive
- Develop coping strategies
 - Figure out your triggers to prepare your reaction
 - E.g. checklist for dealing with rejection of job/funding/paper; plan a trip/reward at the end of a difficult project.

How do I improve my wellbeing: strategies

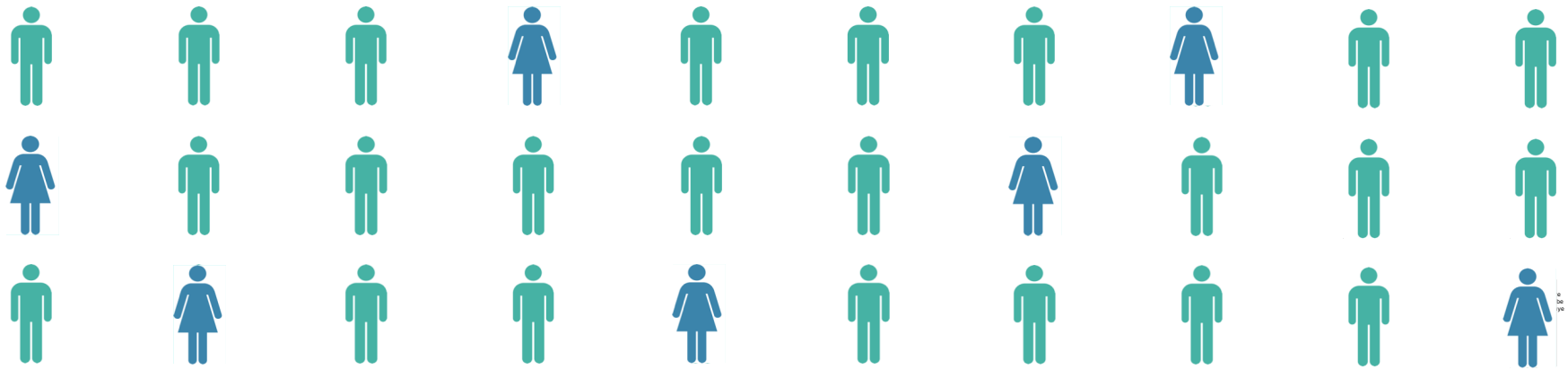
- Focus on what you can do
 - Avoid focusing on things out of your control.
 - Review the situation: what can you change about your approach?
 - Skill development: can you be taught the skill you need (e.g. review grants/papers to understand why yours are being rejected)?
- Look at failure differently
 - You don't have to come up with the perfect solution everytime!
 - Accept that failure is part of working life
 - Factor in plans for failure: build a habit of being ready with an alternative plan
 - Reflect and ask for feedback

How do I improve my wellbeing?



What can I do if other people undermine my resilience?

- **Unintentional behaviours**
 - Different approaches to communication and work
 - Explain the problem
 - Gather some examples (what happens and the effect on you)
 - Approach them or ask a mediator to help
 - Be open to feedback
- **Poor behaviour**
 - Have the confidence to act.
 - Explain the problem and give them a chance to respond
 - Employee support:
 - Don't suffer in silence
 - Many employers will take complaints seriously: they may not take your view immediately (such an accusation is serious and action must be justified), but procedures should be in place



Thank you